

Jones, Sr. as he begins his service as Judge with the Court of Appeals of Ohio, Eighth Appellate District. His unwavering dedication, professionalism, integrity and sense of compassion will continue to empower, uplift and strengthen the lives of every person who may find herself or himself seated before him. His tenure as the Judge of the Greater Cleveland Drug Court has made an immeasurable impact on the lives of countless individuals throughout our community, and he will continue to do so as Judge with the Eighth Appellate District of Ohio.

A TRIBUTE TO CAROLYN M.  
CUSTARD

**HON. GERALD E. CONNOLLY**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. CONNOLLY of Virginia. Madam Speaker, I rise today to recognize Carolyn M. Custard and her achievements as the Principal of Cecil D. Hylton Senior High School in Woodbridge, Virginia.

Principal Custard treats her students and faculty as family. The school motto, "We are Family Working Together for Total Success" resonates through every interaction at Hylton Senior High School. There is mutual trust and respect amongst the students, parents, faculty and administration, and all strive to meet Principal Custard's signature high expectations. She leads with positivity; motivating those around her to excel with efforts that are earnest and determined.

Principal Custard's approach to education is remarkable and her success undeniable. The percentage of special education students who passed the Standards of Learning exams rose to 80% from 59% in just one year. In 2008, Ms. Custard was named the 2008 Outstanding High School Principal of Virginia, and Hylton Senior High School was recently placed in the top 5% of Newsweek's Top 1000 High Schools in the Nation.

Principal Custard preaches collaborative leadership and established the Principal's Advisory Council. Composed of parents, students and staff, the Council encourages engagement in the school's community. Principal Custard education system can only benefit as parents and students take ownership in the performance and future of their local schools.

In recognition of her innovation and sincere dedication to education, the National Association of Secondary School Principals named Principal Custard as one of their six finalists for the 2009 Principal of the Year Award.

Madam Speaker, I ask that my colleagues join my endorsement of Principal Custard's leadership in our nation's education system.

COMMEMORATION OF THE NATIONAL ASSOCIATION FOR THE  
ADVANCEMENT OF COLORED  
PEOPLE'S 100TH ANNIVERSARY

**HON. JOE SESTAK**

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. SESTAK. Madam Speaker, I rise today to acknowledge the contributions of the fol-

lowing individuals, and the organizations they lead, for their consistent and essential support to my constituents in the 7th Congressional District of Pennsylvania.

I thank Darrell Jones, of West Chester; Sheila A. Carter of Darby; Reverend Albert G. Davis of the Mainline; Dr. Joan Duval-Flynn of Media; M. Lana Shells of Norristown; Jerome Whyatt Mondesire of Philadelphia; Alice H. Hammond of West Chester; and, Linda Osinupedia of Yeadon for their tireless efforts.

These 21st Century American patriots carry on the traditions of the NAACP whose mission "to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination," remains as vital today as it was when founded a century ago.

HONORING ARMTEC DEFENSE  
PRODUCTS COMPANY

**HON. MARY BONO MACK**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mrs. BONO MACK. Madam Speaker, it is both an honor and a privilege to congratulate Armtec Defense Products Company on their 40th anniversary. For the past four decades, this organization has worked diligently with the U.S. military to create products to protect and defend our country.

Armtec Defense Company began with a simple technical innovation, combining nitrocellulose into inert paper products, a superior invention that remains the industry standard even today. In 1968, founder and innovator Pete DeLuca opened the Armtec facility in Coachella, California, and began production of combustible 152mm cartridge cases. This product was used by the U.S. Army for nearly 30 years on Armored Reconnaissance Vehicles, and I commend Armtec for supplying our armed forces with the vital support our troops deserve.

For the past 40 years, Armtec has developed numerous combustible ordnance products for the U.S. Army and U.S. Marine Corps. These products are utilized by a vast majority of U.S. tank, artillery and mortar rounds in our military, and have been supplied to our forces in past military engagements such as Vietnam, Desert Storm, Operation Enduring Freedom and Operation Iraqi Freedom.

Armtec Defense Products Company has been and continues to be a wonderful asset to the Coachella Valley. Over the decades, they have provided thousands of jobs to the local residents of the 45th Congressional District, which is crucial during these economic times. Additionally, Armtec supports numerous worthy causes throughout our community, like the U.S. Marine Scholarship Fund, Navy League, and the United Way.

Armtec Defense Products Company's dedication to our nation's military is invaluable. On behalf of the constituents of the 45th District and the greater United States, we thank you for your contributions to our country's past and future.

Again, congratulations on your 40th anniversary.

ON THE INTRODUCTION OF THE  
FEDERAL EMPLOYEE RETIREMENT SYSTEM (FERS) SICK  
LEAVE EQUITY ACT OF 2009

**HON. JAMES P. MORAN**

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, February 10, 2009*

Mr. MORAN of Virginia. Madam Speaker, I rise today to introduce the bipartisan "Federal Employee Retirement System (FERS) Sick Leave Equity Act" that I am offering with my colleague Representative FRANK WOLF (R-VA). The current sick leave policies for the civil service are inappropriately bifurcated between new and older systems, and the current system is costing the Federal Government millions in lost productivity each year.

Today, Federal employees enrolled in FERS may accrue annual sick leave over the course of their career, but under the current "use-it or lose-it" policy, all sick leave is eliminated at retirement. Representative WOLF and I believe that this policy serves as a disincentive to conserve sick leave—or an incentive to use sick leave at the end of careers when employees are not really sick. An August 2008 Congressional Research Service (CRS) report indicated that sick leave balances were significantly lower for FERS employees than CSRS employees, and a survey of FERS and CSRS employees showed that 85% of CSRS employees conserve as much sick leave as possible, whereas 75% of FERS employees said they would use as much sick leave as possible during their last years. The Office of Personnel Management confirmed the existence of this "FERS flu" phenomenon as well, asserting that the lost productivity and training of new employees to fill in for absent employees cost the Federal Government an estimated \$68 million annually. This lost productivity accompanies the aging workforce nearing retirement over the next ten years.

The use of sick leave is a significant problem to the efficiency and effectiveness of the Federal Government, but it is also a challenge that has been overcome before. The story of how employees in CSRS got their sick leave benefit provides insight into the same challenges the Federal Government faces today. Originally CSRS employees had no benefit—they all forfeited any unused sick leave upon retirement. As a result, Federal employees were burning their sick leave at the end of their careers. The Civil Service Commission estimated that half of all retiring Federal employees had no sick leave; Congress reported that retiring employees used an average of 40 sick leave days in their last year before retirement.

In response to this problem, in 1969, Congress changed the law to permit employees to receive credit for any accrued sick leave. This policy has remained in place for CSRS—whatever accrued sick leave an employee has, that time is added to their annuity. Not surprisingly, Federal employees began conserving sick leave. A later GAO report showed that retiring employees had significantly higher sick leave balances than those who retired before the law was changed.

The Congress's failure to learn from the past has caused history to repeat itself. When the FERS retirement system was created in 1986, Congress explicitly eliminated the sick